



Environment, Health & Safety (EHS) Policy



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Policy Statement

Consistent with our Purpose, Vision, and Values, Glanbia is committed to fostering a culture of excellence in sustainability of our Environment and Health, and Safety for our workforce and all other workers to Glanbia's sites. We aspire to **zero harm** wherever we operate, including manufacturing, administrative offices, at home, and across the communities we serve.

Purpose

The purpose of this policy is to outline the requirements in order to fulfill this policy statement and meet the Group's objective of **zero harm**. All Glanbia locations have a non-negotiable target of zero critical (work-related fatality or work-related permanently disabling) injuries / illnesses and continuous improvement in environmental performance. At a minimum, Glanbia commits to having all sites performing at or better than their industry benchmark and having zero critical injuries / illnesses.

Scope

This policy applies to all Glanbia operations referred to as Glanbia plc including any applicable joint ventures and subsidiaries (together the 'Group'). This policy applies to all personnel employed by or engaged to provide services to Glanbia, including, but not limited to, Glanbia's own workforce which includes directors, employees, officers, temporary employees, agency workers, casual staff, visitors, and independent contractors, and also other workers on Glanbia's sites, (for ease of reference all are referred to as "workers" within this policy).

Requirements

- **Regulatory Compliance** - Complying with all applicable local and international laws where we do business. All sites are also subject to regular EHS audits by the relevant government bodies, internal audit and external assurance providers.
- **Risk Management System** - Implementing a comprehensive EHS Management System (EHSMS) that standardizes best operating practices, aligned with external reporting standards and managed under the internal Glanbia Risk Management System (GRMS).
- **Business and Supply Chain Integration** - Integrating EHS considerations and requirements into strategic business decisions to embed a proactive, preventative and sustainable approach.
- **Ownership & Accountability** - Promoting personal, individual accountability by educating and training our people to work in a safe, environmentally responsible manner and by holding ourselves and our colleagues to the highest standards. Maintaining a safe and healthy workplace is non-negotiable.

- **Collaboration** - Fostering openness and dialogue on EHS risks, solutions, performance and progress with our internal and external stakeholders.
- **Monitoring & Reporting** - Using metrics and benchmarks to monitor our EHS performance against these policy measures, always aiming to be at or below industry baseline performance and striving towards continuous improvement across the Group. Each Glanbia BU is responsible for tracking and reporting Injury/Illness and Environmental performance data in accordance with local requirements. In order to stay both consistent and transparent between the BUs, it is required that the reporting of Injury/Illness Rates and Environmental performance data to Group align with a defined set of requirements.

Roles & Responsibilities

Our Group Operating Executive team recognize that EHS excellence is a non-negotiable, with one executive member designated as executive sponsor of our EHS program execution. The Executive team are supported by the Environmental, Health and Safety Leadership Team (“EHSLT”). The EHSLT was established such that business units could collaborate, align and learn from one another on EHS programs and policies. This team meets quarterly to work collaboratively on actions that improve overall EHS performance and support continuous improvement of the Glanbia EHS Management System.

- Glanbia’s Group and Business Unit (BU) Leadership are responsible for ensuring that structures, resources, and processes are in place to sustain this policy, ensure every worker is aware of their personal responsibility to maintain a safe and healthy workplace and minimize environmental impact.
- All workers are responsible for considering the impact of this policy on their day-to-day work and are expected to support and actively apply the principles stated above.

This policy is available in all offices and sites and is also available to all workers via the Group Intranet site ‘Our Glanbia’ and online on Glanbia.com. All workers are encouraged to read it and communicate any questions to their respective location EHS representative.